

Bloomsbury Nursery School Equalities Plan 2018- 2019



At Bloomsbury Nursery School each child and their family are valued as unique. We believe that early education is largely about hope and justice; promoting equality of opportunity, creating an equitable society and transforming lives.

In 2018/19 , we will continue our aim to work together to ensure that everyone feels welcomed, safe respected, included and valued by:	
Promoting the UN Convention on the Rights of the Child (UNCRC) which are at the heart of our core values, together with the British values of: • democracy • the rule of law • individual liberty • mutual respect • tolerance of those of different faiths and beliefs.	Staff reflection session to consider the Schools ethos and how we can work together to welcome everyone. Posters which promote our values , to include photographs of our children, families, staff and professional partners , to be designed and displayed, with statements in additional languages where possible. All staff share the same performance management ‘ethos’ objective so that we all work together to welcome everyone.
Promote children's right to be strong, resilient and listened to so they develop a positive self-image, which includes their heritage arising from their colour and ethnicity, their languages spoken at home, their religious beliefs, cultural traditions and home background.	Creating a listening environment in our setting that encourages everyone to listen to children. Ensure that images and resources reflect the rich diversity of our School community.
Continue to raise children’s achievement, particularly those for whom English is an Additional language, in the Prime Areas of Learning	Children, for whom English is an Additional language to be recognised, assessed and supported appropriately. Staff training, research and reflection opportunities to deepen a real understanding of bilingualism and best practice. All staff to be trained to use Makaton sign language to enhance communication and language development.
Protect children from harm, through raising parental and community awareness of FGM.	Training for staff and parents to increase understanding. Ensure all staff are aware of the new duty for health and social care professionals and teachers to report female genital mutilation (FGM) to the police
Fostering good relations between people who share a protected characteristic and people who do not share it.	Continue to ensure that positive relations are at the heart of all we do. We are working towards further developing our awareness of protected characteristics; age, disability, ethnicity, gender, gender identity, marriage and civil partnership, pregnancy and maternity, religion and belief and sexual identity. Develop staff and community awareness of protected characteristics.

Helpful information

The Equality Act 2010 established nine 'protected characteristics' which are: age, disability, ethnicity, gender, gender identity, marriage and civil partnership, pregnancy and maternity, religion and belief and sexual identity.

For further information about these please see:

The Equality Act 2010 and Schools document and additional information: www.GOV.UK

UN Convention on the Rights of the Child: www.unicef.org.uk

LGBT network in Birmingham: www.blgbt.org

Rosa is a charitable fund set up to support initiatives that benefit women and girls in the UK, it includes information about FGM: www.rosauk.org

Bullying and Cyber Bullying: www.nspcc.org.uk

www.muslimcommunityhelpline.org.uk

www.refugeecouncil.org.uk

Domestic violence information:

www.womensaid.org.uk

Chinese Information and Advice Centre: www.ciac.co.uk

www.southallblacksistes.com